



Riding With Integrity | Lime's Global Code of Business Conduct

Effective | May 2026

| Important! This Global Code of Conduct provides the foundational principles for how we do business. It is designed to be read in conjunction with other specific company policies, handbooks, and all applicable laws and regulations, which provide more detailed guidance on a variety of topics.

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*Fulfilling our collective mission of building a future where transportation is **shared, affordable, and carbon-free** requires countless individual decisions, compliance with local laws and regulations, as well as communications with internal and external stakeholders – often at high velocity with minimal time for seeking alignment. This Global Code of Business Conduct (“Code”) ensures that Limers have a clear understanding of the Company's expectations for how we do business, wherever in the world you work.*



A Look at the Road Ahead – What This Global Code of Conduct Covers

Our culture is all about **helping people move in the right direction**. This Code is designed to do that by deterring wrongdoing and promoting:

- Honest and ethical conduct (including addressing actual or apparent conflicts of interest between personal and professional relationships);
- The protection of Lime's confidential information and assets;
- Full, fair, accurate, timely, and understandable financial disclosures;
- Compliance with all applicable laws, rules, and regulations;
- Avoidance of unfair dealing in your professional interactions;
- Responsible and ethical use of technology (including AI);
- Fostering a safe, inclusive and respectful work environment;
- The prompt internal reporting of violations of this Code; and
- Accountability for adherence to this Code.



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We're On This Ride Together

- This Code applies to everyone at Lime, including members of the Board of Directors, officers, and all employees of Lime and its subsidiaries worldwide ("Lime" or the "Company"). We also expect our consultants, contractors, and anyone else acting on Lime's behalf to follow the principles of this Code in connection with their work for us. A failure to adhere to the Code is a serious matter that could result in disciplinary action, up to and including termination of employment or business relationship.
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Rules of the Road

- 1. Act with Honesty and Integrity.** Integrity always is a core value at Lime. We do the right thing, at all times, even if it is challenging. Here at Lime, we don't believe it is helpful to provide a long list of prohibited misconduct. Instead, we trust you to use your best judgment and common-sense when it comes to workplace conduct. We also trust you to do what's right to support a safe, productive and respectful workplace. That said, there will be times when we take disciplinary action in response to a performance issue or misconduct. We reserve the right to determine, in our absolute discretion, when to take such action, and the appropriate form of discipline.
- 2. Protect Confidential Information.** Our culture of transparency means that Limers are entrusted with highly confidential information belonging to Lime, our partners, and our riders. You have a responsibility to protect this information from unauthorized disclosure. You should assume that



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any non-public information is confidential. This includes, but is not limited to, financial data, business plans, operational metrics and any personally identifiable information ("PII") of employees, our partners or riders. You're expected to be aware of and comply with all internal policies and procedures related to data governance and security.

3. Protection and Proper Use of Lime Assets. You have an obligation to protect Lime's assets and ensure their efficient use. Theft, carelessness and waste have a direct impact on Lime's financial results. All assets of Lime should be used for legitimate business purposes.

4. Ensure Full and Fair Financial Disclosures. Senior Financial Officers (defined as our chief executive officer, chief financial officer, principal accounting officer or controller, or individuals performing similar functions) are responsible for ensuring that disclosures in any filings are full, fair, accurate, timely, and understandable. Senior Financial Officers must not knowingly: (i) make, or permit or direct another to make, materially false or misleading entries in Lime's financial statements or records; (ii) fail to correct materially false and misleading financial statements or records; (iii) sign, or permit another to sign, a document containing materially false and misleading information; or (iv) falsely respond, or fail to respond, to specific inquiries of our independent auditor or outside legal counsel.

5. Comply with Laws, Rules, and Regulations. We are committed to complying with all applicable laws, rules, and regulations where we operate. These include, without limitation, laws covering bribery, corruption, trademarks and trade secrets, information and data privacy, insider trading, sanctions, illegal political contributions, competition, offering or receiving gratuities, environmental hazards, employment



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discrimination or harassment, occupational health and safety, false or misleading financial information, or misuse of corporate assets. You are also responsible for reviewing and complying with applicable company policies (e.g., Insider Trading Policy, Anti-Bribery and Corruption Policy, etc). We have subject matter experts within our Legal and Compliance team available to provide guidance on specific legal and regulatory requirements as needed.

- 6. Fair Dealing.** You should always endeavor to deal fairly with Lime's customers, suppliers, competitors and your fellow employees. You should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.
- 7. Avoid Conflicts of Interest.** To help us achieve our collective goals, we have an obligation to always do what is best for the company and the communities that we serve. If you are in a situation in which competing loyalties could cause you to pursue personal benefit for you, your friends, or your family at the expense of Lime or those we serve, you may be faced with a conflict of interest. Avoid conflicts of interest and circumstances that present the appearance of a conflict.

If you are faced with a potential conflict of interest, ask yourself:

- Would this activity create an incentive for me, or be perceived by others to create an incentive for me, to benefit myself, my friends or my family at the expense of Lime?
- Would this activity harm my reputation or potentially harm Lime?
- Would this activity embarrass Lime or me if it showed up on the front page of a newspaper, website or on social media?



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Although it is not possible to give an exhaustive list of the situations that might involve violations of this policy, here are some areas where conflicts of interest often arise:

- Outside employment, advisory roles, or serving on the board of any organization which does, or is seeking to do, business with Lime or which competes with Lime, and starting your own business in the same or similar industry as Lime's operations.
- Business opportunities found through work.
- Receiving gifts, entertainment or other business gratuities if: (a) the gift will influence or appear to influence your business judgment, (b) the value of the gift exceeds \$50 on a one-time basis, or \$100 annually, or (c) the gift is in the form of cash or a cash equivalent.
- Outside employment or contract work which can be reasonably expected to exceed twenty hours per week or which negatively impacts your ability to perform your job duties for Lime requires notice and advance approval from your HRBP and your manager.
- Business transactions that would have a negative impact on Lime or its business.
- Intimate relationships with other Lime personnel (particularly if there is a reporting relationship between you)..

Lime respects employees' right to engage in activities outside of employment as long as those activities do not create a conflict of interest or negatively affect the employee's ability to perform their job.

It is the employee's responsibility to report any actual or potential conflict that may exist between the employee and Lime. If you find that



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you have, or are considering, a situation that might involve a conflict of interest, discuss the matter with your manager and/or HRBP.

8. Corporate Opportunities. You are prohibited from taking for yourself personal opportunities that are discovered through the use of Lime property, information, or position; using Lime property, information, or position for personal gain; or competing with Lime. You owe a duty to Lime to advance Lime's legitimate interests when the opportunity to do so arises.

9. Responsible Use of AI. AI should assist—not replace—human judgment in critical business decisions (e.g., HR, financial, legal). You are responsible for your work, even if AI helped you create it. Because outputs generated by AI can be inaccurate, biased, or incomplete, you must always double-check information generated by AI before acting on it or sharing it. For further guidance, please see our AI Acceptable Use Policy.

10. Promoting An Inclusive Work Environment. As we say in the How We Lime behaviors, we aim to create an inclusive environment where everyone can be themselves. Lime strictly prohibits and does not tolerate discrimination, harassment or retaliation of any kind.

See Something, Speak Up

Lime has an open-door policy to help promote ethical, honest, and legal business conduct. If you believe you have witnessed or experienced illegal, unethical, and/or improper activity within Lime, including but not limited to discrimination or harassment, you are expected to report it immediately.



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Reporting Procedures. In most cases your first stop will be reporting concerns to your manager or your HRBP. You can also report to our Legal & Compliance Department (compliance@li.me) or via our confidential reporting hotline (including anonymously if desired). If your concern involves any of our "Senior Financial Officers" (our chief executive officer, chief financial officer, principal accounting officer or controller, or individuals performing similar functions), you should directly notify Lime's Corporate Secretary (limecosec@li.me). Please consult our Speak Up Policy for more information.

Retaliation Prohibited. Making a good faith complaint of discrimination, harassment, or retaliation will not be grounds for disciplinary action, even if the allegations cannot be substantiated by Lime. Any individual who makes a complaint that is demonstrated to be intentionally false may be subject to discipline, up to and including termination.

Regulatory Reporting. Nothing in this Code or any confidentiality agreement prohibits you from reporting potential violations of law to the SEC or any other government agencies. Additionally, you may participate in government whistleblower programs and receive financial awards for doing so. Lime strictly prohibits any form of retaliation against you for exercising these rights.

| Code Waivers and Amendments

Any waiver of this Code for our directors, executive officers, or other Senior Financial Officers may be made only by the Board of Directors. Waivers of this Code for other employees, consultants, contractors, and anyone else acting on Lime's behalf may be made only by the Chief Legal Officer and will be promptly reported to the Audit Committee of the Board of Directors.



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| Success is a journey, not a destination

Our mission is ambitious, and how we get there matters. Treat this Code as a roadmap for our shared journey, knowing that we rely on you to use sound judgment and to speak up if you need any directions along the way. By acting with integrity, we will continue to build a company that we can all be proud of.